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COMMISSION

AGENDA MEMORANDUM Item No. 8I

ACTION ITEM Date of Meeting September 13, 2022

DATE: August 23, 2022

TO: Stephen P. Metruck, Executive Director

FROM: Mikel O'Brien, Interim Senior Director of Labor Relations

Milton Ellis, Labor Relations Manager

SUBJECT: Memorandum of Understanding between the Port of Seattle and the International Brotherhood of Teamsters, Local 117, representing Police Officers at the Port of Seattle

Total Port Cost Increase for the Duration of the Memorandum of Understanding: \$240,000

ACTION REQUESTED

Request Commission authorization for the Executive Director to execute a new Memorandum of Understanding (MOU) between the Port of Seattle and the International Brotherhood of Teamsters, Local 117, covering the period from August 28, 2022, through December 31, 2022.

EXECUTIVE SUMMARY

Good faith bargaining between the International Brotherhood of Teamsters (IBT), Local 117, representing Police Officers and the Port of Seattle resulted in a fair collective bargaining agreement consistent with the Port's priorities.

There are currently seventy-eight (78) Police Officers employed at the Port of Seattle who are assigned to the Port of Seattle Police Department. Police Officers are assigned to the Port of Seattle Police Department and provide law enforcement services on Port properties.

The Port of Seattle Police Department is experiencing a staffing shortage, with the Department often falling below minimum staffing levels (MSL). In this regard, Immediate mitigation steps were necessary to increase staffing and improve public safety. In recognition of these interests, IBT, Local 117, and the Port have worked collaboratively to find a solution that the parties believe will significantly improve patrol coverage at the airport and seaport, while retaining the existing schedule for members of the bargaining unit.

To address the Port Police Department staffing shortage issues for Officers, both the Port of Seattle and IBT, Local 117, entered into a Memorandum of Understanding that would allow Port Police Officers to receive double time (2X) for working extra patrol shifts and volunteering for vacant overtime patrol shift assignments. The Port Police Department will also be able to resort

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to the mandatory overtime provisions of the collective bargaining agreement to assign Officers to patrol shifts that remain vacant.

The current contract language under Article 11.05 (A) of the Officers agreement provides for an overtime rate of time and a half (1.5X). This Memorandum of Understanding will therefore allow Patrol Officers to receive double time (2X) in working extra patrol shifts, volunteering for patrol shift overtime assignments, or being mandatorily assigned to vacant overtime patrol shifts.

The estimated total cost for Patrol Officers receiving double time (2X) for the duration of this Memorandum of Understanding is \$240,000.

The Memorandum of Understanding will be in effect from August 28, 2022, through December 31, 2022.

JUSTIFICATION

RCW Chapter 41.56 requires the Port of Seattle to collectively bargaining wages, hours and conditions of employment with the exclusive bargaining representative designated by the employees.

DETAILS

Term of the Memorandum of Understanding – August 28, 2022, through December 31, 2022.

ATTACHMENTS TO THIS REQUEST

1. Memorandum of Understanding
2. Collective Bargaining Agreement

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None.

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